

# Indicative Markers of Leadership provided by ICT Professional Bodies in the Promotion and Support of Ethical Conduct

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# Presentation Structure





# Professionalism and Professional Bodies

- Leadership by a PB involves the promotion and support of ethical behaviour from all members
- As self governing the PB will have a code of conduct (ethics)
- Number of “markers” for a Profession



# Professionalism and Professional Bodies 2

**A profession is a disciplined group of individuals who**

- **Adhere to ethical standards**
- **Hold themselves out as, and are accepted by the public as possessing special knowledge and skills in a widely recognised body of learning derived from research, education and training at a high level,**
- **Are prepared to apply this knowledge and exercise these skills in the interest of others.**
- **A code of ethics governs their activities**

## **Codes of Ethics**

- **Require behaviour and practice beyond the personal moral obligations of an individual.**
- **Define and demand high standards of behaviour in respect to the services provided to the public and in dealing with professional colleagues.**
- **Enforced by the profession**
- **Acknowledged and accepted by the community.**



# Research Studies

- Richardson (2005) – compliance with ethical codes
- Shilling (2000) – code credibility checklist
- Murphy (1998) – eighty exemplary ethics statements
- Harrington (1996) – effectiveness of codes of ethics



## Research Studies 2

- Murray (1994) – thematic comparison of 4 codes of ethics
- Murray (1992) – codes from professional institutes
- OZ (1992) – comparison of codes of ethics
- Robin (1989) -classification of codes



# Research Method

- Comprehensive Literature Review to identify markers
- Classify markers into family (template)
- Use template to analyse ICT PBs website
- Confirm template or amend



# Indicative Markers

1. Ethical Professional practice
2. Professional development
3. Research and Publication
4. Education of future professionals
5. Career development
6. Social obligations
7. Professional engagement
8. Dignity and reputation of the profession
9. Regulation of the profession



# Marker 1 Ethical Professional Practice

- Actively encourage ethical professional and general work practices
- Development and promotion of codes of ethics and professional conduct
- Ensure code compliance
- Resolution of ethical dilemmas
- Legal support over ethical matters



## Marker 2 Professional Development

- Active promotion and support for ethical professional development
- Certification programs, joint initiatives, accreditation of third party programs, conference/ SIG support
- Accreditation of software and other products



## Marker 3 Research and Publication

- Active promotion and support of research and publication of ethics resources
- Devoted host site with links to other sites
- Reports/publications for professionals, government, business, unions, public
- Promotion of ethical research topics and process



## Marker 4 Education of Future Professionals

- Define Core of Knowledge that includes Ethics
- Develop “best practice” curricula that includes Ethics
- Accredite education programs that conform
- Provide/ sponsor speakers etc on ethics and professionalism
- Support education providers and their clients



## Marker 5 Career Development

- Mentoring (including Ethics)
- Leadership training – leading ethically
- Support through workshops, resume preparation, scholarships, internships etc



## Marker 6 Social Obligations

- Domestic political involvement in raising ethical (and social) issues
- International political involvement in raising ethical (and social) issues
- Pro bono advice and services



## Marker 7 Professional Engagement

- Active engagement on government or quasi government boards of inquiry etc (ethics)
- Active engagement on industry expert panels etc (ethics)
- Active engagement with fraternal organisations on professional/ ethical codes and standards development



## Marker 8 Dignity and Reputation of the Profession

- Enhance public confidence in the profession
- Profession dignity and appropriate member behaviour
- Recognise outstanding members contributions
- Enhance PBs reputation/ public visibility
- Certify ICT products



## Marker 9 Regulation of the Profession

- Designate who may enter the Profession (ethical)
- Oath/ pledge on becoming members
- Membership upgrade path
- Handling conduct complaints
- Ability and willingness to sanction



## Conclusion and Future Research

- Based on the work of others and an analysis of ICT websites identify the “markers” that demonstrate EL by ICT PBs
- Nine markers were identified although there is some redundancy between them and further refinement is necessary
- Future research comparative analysis of ICT PBs and/ or other PBs